



Wilderness Society (TWS) bargaining

Wilderness Society (TWS) staff would be aware that management have met with the ASU and employee bargaining reps to discuss the bargaining process for a Multi-Enterprise Agreement (MEA). As required by the Fair Work Act management have notified staff about bargaining rights.

A preliminary logistics meeting between the bargaining parties was held on **10 December**. It was agreed negotiations will formally commence on **19 February 2013** and meetings have been scheduled for every 3 weeks thereafter in the first half of next year. The aim is to reach agreement by July 2014.

It is proposed that a draft ASU log of claims will be developed from the responses to a confidential ASU Survey (which is attached or can be found online) and canvassed with members building on the Employee Log of Claims of 2012.

The MEA will be a legally enforceable document which provides staff with wages and conditions specific to Wilderness Society (TWS) entities nationally.

The ASU considers that the most applicable underpinning industry award for community based advocacy groups, such as environmental groups like the Wilderness Society (TWS), is: The Social, Community, Home Care and Disability Services Industry Award 2010 ("modern SACS award"). Whether other awards apply eg Clerks Private Sector award; will be subject to further consideration.

The ASU Equal Pay decision and order also need to be taken into account to ensure pay and conditions stay above the award

minimum standards; now and into the future.

To ensure that you get the most out of the ASU consultation you should look at the Modern SACS award [here](#) and think about what you would like to see improved.

The ASU is the union for community based environmental organisations. With every member we become stronger and make your voice louder. So to join today go to <http://www.asu.asn.au/>.

Need more information?

If you wish to discuss the Union survey and bargaining further please arrange a meeting at your workplace with the following ASU representatives or go to <http://www.asu.asn.au/>:

To arrange a meeting at your workplace contact:

State	Contact	Telephone
TAS	Igor Grattan	03 622 43411
	Doug O'Neil (TWS delegate)	0438 660 556
VIC	Andy Lewis	03 9320 6700
	Elspeeth McIntosh (TWS delegate)	03 9838 2107
QLD	Catherine Laherty	07 3844 5300
NSW	Natalie Lang	02 9310 4000
SA/NT	Joseph Scales	08 8363 1322
WA	Pat Branson	08 9427 7777
National Office	John Nucifora	03 9342 1477

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THIS SURVEY IS STRICTLY CONFIDENTIAL

Please answer each question by circling the response which most closely represents your views and return to the ASU contacts below before **Tuesday 28 January, 2014.**

Note: on the scale 1= very important and 5 = least important.

1. How important are the following issues to you in the upcoming Multi-Enterprise Agreement?

a) Annual Cost of Living pay increases

1-----2-----3-----4-----5

b) Paid Parental Leave for Primary Carer increased from 6 weeks to 13 weeks and Secondary Care Giver increased from 1 week to 4 weeks

1-----2-----3-----4-----5

c) 5 weeks Annual Leave

1-----2-----3-----4-----5

d) Option for staff to purchase up to 4 weeks Annual Leave p.a.

1-----2-----3-----4-----5

e) Increase Compassionate Leave up to 5 days per occurrence

1-----2-----3-----4-----5

f) 5 days paid Community Service Leave for TWS campaign

1-----2-----3-----4-----5

g) Pro rata Long Service Leave after 5 years, and option to take at half pay

1-----2-----3-----4-----5

h) One additional Public Holiday per year

1-----2-----3-----4-----5

i) Special Paid Leave for days between Christmas and New Years

1-----2-----3-----4-----5

(j) Paid Overtime

1-----2-----3-----4-----5

(k) Increased Redundancy payment after 10 years service 16 weeks (up from 12 weeks) and after 11 years service 18 weeks (up from 12 weeks)

1-----2-----3-----4-----5

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(l) Option to access to a 9 day fortnight

1-----2-----3-----4-----5

(m) Set annual budget allocation per employee for professional development

1-----2-----3-----4-----5

(n) Increased Superannuation to 12% over the life of the Agreement

1-----2-----3-----4-----5

2. If you wish, please provide details on any of the above issues or any other issue for bargaining.

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3. What is your position title?

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Achieving an Multi-Enterprise Agreement that **you want** takes co-ordination amongst staff and distribution of information about the issues. So your help is really needed in this process. If you can help, please indicate below:

- distributing information bulletins at my workplace
- being a contact person at my workplace
- being involved in negotiations
- being on an email list to receive updates

Please fill in this section below if you can help so we can contact you:

Name:

Email:

Best contact phone number:.....

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